



2015 Employer of Choice

Are you an *Employer of Choice*, or do you know a business that should be nominated as an Employer of Choice?

Do you have a great boss or business place where you are fully engaged and love your job?

Does your boss provide innovative workforce solutions for training that increases employee participation and motivation?

Or, do you know of a business that has done something exceptional for its employees and/or the community and think it is an Employer of Choice?

The Bozeman Job Service Employers' Committee (JSEC) recognizes businesses that create great workplaces in our community by presenting them with the Employer of Choice Award.

If you would like to nominate someone, the form is available online: <http://wsd.dli.mt.gov/local/bozeman/BozemanJSEC.asp>.

Past recipients of the Award include: First Security Bank, West Paw Design, and MT Mountain Maids !!!



Montana's Minimum Wage will rise to **\$8.05 per hour January 1, 2015**, pursuant to

Montana Code Annotated 39-3-409.

New Employment Law Posters Coming Soon

Bozeman Job Service will have new employment law posters available at no cost to you by the end of January 2015. The new posters will contain updates to Montana's minimum wage and FMLA laws. Please call before stopping by to make sure that they have arrived. Call (406) 582-9200. You can also view or print required posters at

<http://wsd.dli.mt.gov/service/posters.asp>.



2015 UI Tax Rates Decreasing

Many Montana employers will see a decrease in their Unemployment Insurance tax rates next year due to the improving economy. The average contribution rate will be 1.52 percent, 20 percent lower than in 2014.

Commissioner's Office

Aggressive Marketing Companies Target Montana's Small Businesses

(Helena, MT) Small businesses across Montana are contacting the Montana Department of Labor and Industry complaining of aggressive marketing companies trying to sell labor law posters. "This is an ongoing problem in our state. Every time there is an update to the five-in-one poster, these aggressive marketing companies try to take advantage of Montana's small businesses and charge them for something that we provide to them at no cost", said Labor Commissioner Pam Bucy. "These tactics can make it expensive and difficult for business owners who are trying to follow the law."

The Five in One posters, which are available from the Department's Job Service Division, encompass Equal Employment Opportunity, Family and Medical Leave Act with Military Family Leave (employers with 50 or more employees), Federal Minimum Wage (Fair Labor Standards Act), and the Polygraph Protection Act. Federal regulations also require posting the Uniformed Services Employment and Reemployment Rights Act (USERRA). All posters are available at the Job Service offices.

Posters also required by Montana State Law include: Proof of Unemployment Insurance coverage (provided by the Department of Labor and Industry, Unemployment Insurance Contributions Bureau) and Proof of Workers' Compensation coverage, provided by Workers' Compensation Insurance carrier. Employers are **not** required to post the State minimum wage.

Businesses that have returned the posters and are still getting invoices from the poster company can contact the Office of Consumer Protection at 1-800-481-6896 or the Better Business Bureau at 1-800-356-1007 or file a complaint online at www.bbb.org. Businesses who would like to request a copy of the Federal Five in One poster can call (406)-444-4100 or their local Job Service Office.

For more information log onto <http://wsd.dli.mt.gov/service/posters.asp>

The small business Marketplace is now online!

Businesses with 50 employees or fewer can offer The Small Business Health Options Program (SHOP) plans. New for 2015: Apply online! <https://www.healthcare.gov/small-businesses/>

ACA employer mandate takes effect January 1

Employers got a reprieve in 2014 on a key mandate incorporated in the Affordable Care Act (ACA), but the new effective date for many employers is now set for January 1, 2015.

The ACA generally provides that all employers with 50 or more employees who work 30 or more hours per week must offer their employees health insurance coverage. This “employer mandate” was originally slated to take effect January 1, 2014, but during 2013, the Obama administration delayed the effective date to 2015.

Later, the administration directed the IRS to issue final regulations further delaying the employer mandate to 2016 for employers with more than 50 but fewer than 100 employees. The regulations also ease compliance for larger employers that remain subject to the mandate beginning in 2015.

For 2015 only, the final regulations provide that covered employers need offer coverage to only 70 percent or more of their full-time employees. The Treasury Department stated that the one year of transition relief should help employers that, for example, currently offer coverage to employees working 35 or more hours a week but not to those working 30 to 34 hours.

The transition rule gives larger employers additional time to offer coverage to at least 95 percent of their full-time employees, the original requirement that will apply to all employers subject to the mandate beginning in 2016. It should be emphasized that the transition rule applies only to employers with 100 or more full-time employees because employers with 51 to 99 employees are fully exempt from the mandate in 2015, while those with 50 or fewer employees are permanently exempt.

Douglas R. Chamberlain is an attorney with [Suloway & Hollis, P.L.L.C.](http://www.suloway.com), in Concord, New Hampshire. He can be reached at dchamberlain@suloway.com.

Regulatory & Policy Information
<http://www.cms.gov/ccio/index.html>

CMS.gov
Centers for Medicare & Medicaid Services

ALCOHOL SERVER EDUCATION

The Department of Revenue Launches New Online Alcohol Server Training Tools to liquor license holders and the public...

Functions include enhanced alcohol server training verification, online ordering for free training... materials, and a searchable calendar for server training classes.

“The new and improved functions provide the public and our licensees with valuable tools while streamlining the alcohol server training process,” said Lisa Scates, alcohol education coordinator for the Department of Revenue’s liquor control division. “Liquor license holders and the public will absolutely find these functions useful.”

The tools are available on the Department of Revenue’s website www.AlcoholServerTraining.mt.gov... The new calendar for Let’s Control It, the state’s responsible alcohol sales and service training program, allows users to search for a class by month, city or county. The website also lists other state-approved training providers.

For more information, call Lisa Scates at (406) 444-4307 or Kacey Collins at (406) 444-6457.

Welcome to SafetyFestMT

Free Safety Training Opportunities in Montana

The first SafetyFestMT was held in Helena in March of 2010. It was a huge success. Hundreds of Montana workers from a variety of industries attended. They raved about the classes, speakers and quality of information. And, most importantly, they became safety aware.

Now, we're taking SafetyFestMT on the road, so that Montanans from east to west, north to south can attend. Sessions are free to any Montana worker and cover a variety of safety topics - from broad issues like creating a culture of safety in your company to OSHA-Authorized training on confined spaces, fall protection and much, much more.

We encourage you -- whether you work in the trades, on a farm or at the office -- to attend an upcoming event in your area.

Montana Tech in Butte; June 2 - 4, 2015
1300 W Park St; Butte, MT 59701

<http://www.safetyfestmt.com/>

Classes will be announced soon!

Have your Worker's Comp rates ever made you feel like this??

Did you know ...

Montana's work comp rates are among the nation's highest?

And

Montana's injury rates are among the highest in the nation?



Save up to 40% on Worker's Comp costs, alone.

Sign up for this

FREE Employer Safety Workshop!!

Telephone 582-9223 to register!

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- ⇒ Learn specific steps that will help you create safety practices & address safety issues.
- ⇒ Create your own safety plan & return to work plan.
- ⇒ **Plus** learn about Montana's free onsite consultation services.

**Join us Thursday, April 2nd, 2015 from 12:00 pm to 2:00 pm
at Bozeman Job Service, 121 North Willson.**

Telephone Sue @ 582-9223 to reserve a spot.



Fred Miller specialized in workers' compensation as a commercial insurance agent in Helena and Great Falls for Liberty Northwest and Western States and has earned the Associate of Risk Management and Associate of Underwriting designations from the Insurance Institute of America.

He is currently the Safety Specialist for Montana Safety Bureau, Department of Labor & Industry.

Homecare Rule

A new rule taking effect January 1, 2015 entitles most direct care workers to receive federal minimum wage and overtime pay protections, but the U.S. Department of Labor (DOL) has announced it won't file enforcement actions against employers violating the new rule until after June 30, 2015. Direct care workers are workers who provide homecare services, such as certified nursing assistants, home health aides, personal care aides, caregivers, and companions.

For six months, from January 1, 2015 to June 30, 2015, the DOL won't file enforcement actions against any employer that fails to comply with obligations newly imposed by the rule, and for the six months following, the department will exercise its discretion in determining whether to file enforcement actions.



Updates to OSHA's Recordkeeping Rule

What needs to be reported to OSHA? OSHA's updated recordkeeping rule expands the list of severe injuries that employers must report to OSHA.

As of January 1, 2015, all employers must report:

1. All work-related fatalities within 8 hours.
2. All work-related inpatient hospitalizations, all amputations and all losses of an eye within 24 hours.

You can report to OSHA by:

1. Calling OSHA's free and confidential number at 1-800-321-OSHA (6742).
2. Calling your closest Area Office during normal business hours.
3. Using the new [online form](#) that will soon be available.

Only fatalities occurring within 30 days of the work-related incident must be reported to OSHA. Further, for an in-patient hospitalization, amputation or loss of an eye, these incidents must be reported to OSHA only if they occur within 24 hours of the work-related incident.

Who is required to keep records and who is exempt?

OSHA regulations require certain employers to routinely keep records of serious employee injuries and illnesses. However, there are two classes of employers that are partially exempt from routinely keeping records. First, employers with ten or fewer employees at all times during the previous calendar year are exempt from routinely keeping OSHA injury and illness records.

Second, establishments in certain low-hazard industries are also exempt from routinely keeping OSHA injury and illness records. Since 1982, this list has been comprised of establishments in the divisions of retail trade; finance, insurance and real estate; and the service industry if the three year average lost workday case rate for their major industry group was 75 percent or less of the overall three year average of the lost workday case rate for private industry. <https://www.osha.gov/recordkeeping2014/index.html>

Save the date!

Bozeman Job Service Workforce Center 2015 Job Fair Jamboree



April 8, 2015 Gallatin County Fair Grounds

More Information To Come

Job Fair Jamboree offers your business the opportunity to meet, interview and hire job seekers.



Job Service & WIA Title I are Equal Opportunity Employer/Programs
Auxiliary aids & services available upon request to individuals with disabilities
TDD: 1.406.582.9200